



19TH ANNUAL

# Sustainability Report

*Sustainability*

*Every Action. Every Decision.*



# Report Highlights

Stantec is a global leader in sustainable engineering, architecture, and environmental consulting. Our technical specialists are at the forefront of innovations that help communities navigate climate change, enhance biodiversity and environmental health, provide social value, develop economic opportunities, and create a sense of place and wellbeing.

## Highlights from 2025 and this 19<sup>th</sup> Annual Sustainability Report

Leadership	Environmental	Social	Governance
<p><b>Climate Leader</b></p> <hr/> <p>Recognized by CDP for consistently demonstrating climate action (8th year with an A- score)</p>	<p><b>Net Zero Pledge</b></p> <hr/> <p>Committed to achieve operational net zero under Canada's Net Zero Challenge</p>	<p><b>Balanced Representation</b></p> <hr/> <p>44% of our Board of Directors and 40% of our C-Suite are women</p>	<p><b>Acclaimed Leadership</b></p> <hr/> <p>Gord Johnston named CEO of the Year and Strategist of the Year by <i>The Globe and Mail</i></p>
<p><b>SDG-Aligned Revenue</b></p> <hr/> <p>Earned \$5.5 billion from work supporting our core Sustainable Development Goals (68% of 2025 gross revenue)</p>	<p><b>Validated SBTs</b></p> <hr/> <p>Progressed near-term emission reduction targets under the Science Based Targets initiative program</p>	<p><b>Advancing Careers</b></p> <hr/> <p>Named a Top 50 Workplace for Indigenous STEM Professionals (6th year in a row)</p>	<p><b>Board ESG Action</b></p> <hr/> <p>Continued Board-level sustainability oversight and sustainability-linked executive compensation</p>
<p><b>Sustainability Accolades</b></p> <hr/> <p>Consistently ranked a top sustainability performer, such as the <i>TIME</i> and <i>Newsweek</i> rankings of World's Most Sustainable and Canada's Most Responsible Companies, respectively</p>	<p><b>Carbon Neutral</b></p> <hr/> <p>Achieved carbon neutrality through the purchase of high-value carbon offsets equal to the value of residual emissions (4th year in a row)</p>	<p><b>Philanthropy</b></p> <hr/> <p>Exceeded our 2030 community investment target of \$60 million with donations totaling \$67 million since 2007</p>	<p><b>Climate-Focused Strategy</b></p> <hr/> <p>Progressed sustainability-tied strategic growth initiatives (Climate Solutions and Communities and Infrastructure of the Future)</p>

# CEO and Board Message

At Stantec, putting people first is more than a value, it's our responsibility and our promise. It reflects how we listen, how we lead, how we design, and how we deliver.

It means recognizing the choices we make today shape how people live, connect, and thrive tomorrow. And it challenges us to think beyond individual projects to the broader, lasting impact our work has on communities and the world we all depend on.

One of the most powerful ways we put people first is through our commitment to sustainability.

By operating responsibly and working alongside our clients and communities, we help create projects that improve quality of life, protect biodiversity, and promote circular economy principles. Sustainability is not an add-on to our work—it's a lens through which we design, deliver, and measure success.

Our projects shape positive community outcomes by strengthening critical infrastructure such as hospitals, roads, and schools. At the same time, we integrate clean energy, water conservation and reuse, coastal resilience, and nature to help communities adapt, endure, and prosper in a changing world.

We also understand the unique responsibility—and opportunity—that comes with our role as designers and advisors. A single design decision that puts sustainability at the forefront can positively influence the long-term performance of an asset for decades. Whether reduced carbon emissions, increased resilience, protected ecosystems, enhanced social value, or improved resource efficiency, this is where we make a meaningful difference.

Sustainability helps shape Stantec's strategic decisions, from the markets we work in and the projects we pursue to our delivery standards and investment priorities.

We call this purpose-driven growth—growth that comes from understanding big picture economic, social, and environmental trends and applying our global expertise to innovate, expand, and deliver solutions that meet today's needs while anticipating tomorrow's challenges.

Our solid financial performance demonstrates that creating meaningful, positive societal outcomes is a winning strategy. This focus has kept our progress consistent and our momentum strong.

In 2025, we strengthened the Stantec community by welcoming our 150th acquisition, added fresh perspectives to our C-Suite, and advanced our net zero journey. We continued our UN Global Compact support and designed and delivered thousands of projects around the world, with 68% of our gross revenues aligned with the UN Sustainable Development Goals.

As we look ahead, Stantec remains committed to our legacy of operating sustainably and working alongside communities to help them rise to meet the world's greatest challenges. Guided by purpose and grounded in values, we will continue to put people first—through the decisions we make, the projects we deliver, and the impact we create.



**Gord Johnston**  
President and  
Chief Executive Officer



**Martin à Porta**  
Board of Directors  
Chair, Sustainability and  
Safety Committee

# Accolades

**Advancing Indigenous Science and Engineering Society**

Top 50 Workplaces for STEM Professionals

**British Safety Council**

International Safety Award

**CDP**

Climate Leader

**Dun & Bradstreet**

India's Leading ESG Entity

**Engineering News Record**

Top 100 Green Design Firms

**Engineering News Record**

Top International Design Firm by Market (Sewer/Waste and Water)

**Forbes**

Canada's Best Employers



**Globe and Mail**

Women Lead Here Benchmark

**Globe and Mail**

CEO of the Year and Strategist of the Year

**Globe and Mail**

Board Games

**Investor's Business Daily**

50 Most Sustainable Companies

**ISS ESG Corporate Rating**

Prime Status

**Military Friendly Employers**

Gold Status

**Modern Healthcare**

Top Architectural Firm

**MSCI**

AA Rating

**New Civil Engineer**

Advisory Services Provider of the Year Award

**Newsweek**

World's Greenest Companies

**Newsweek**

Canada's Most Responsible Companies

**Royal Society for the Prevention of Accidents**

Order of Distinction Gold Award

**S&P**

Sustainability Yearbook

**Sustainalytics**

ESG Leader

**TIME**

World's Most Sustainable Companies

**TIME**

Canada's Best Companies

**University of Alberta**

Canadian Business Leader Award

**Work180 Australia**

Top 101 Workplaces for Women

📍 **Gold Coast Artificial Diver Attraction**  
Queensland, Australia

# What We Do

With every community, we redefine what's possible. This is our focus in the communities where we live and work around the world. As a result, we deliver positive environmental and social performance from each of our business operating units and geographies.

**\$8.1B**  
GROSS REVENUE

**\$6.5B**  
NET REVENUE

**70+ years**  
INDUSTRY LEADERSHIP

## Infrastructure



## Buildings



## Water



## Environmental Services



## Energy & Resources



### Net Revenue

**26%**

**24%**

**22%**

**17%**

**11%**

### Strategic Focus

We evaluate, plan, and design infrastructure solutions for transportation, community development, and urban spaces that are resilient and community friendly.

We deliver integrated architecture, engineering, interior design, and planning solutions that draw upon our expertise to create lower-carbon innovations and strengthen communities through the power of design.

We design solutions to provide resilience and improve health and quality of life through clean, safe water. We support the needs of communities and industry throughout the water life cycle with tailored solutions for sustainable water resources, planning, management, and infrastructure.

We provide a wide array of permitting, conservation, ecosystem restoration, health sciences, and ESG strategy services to preserve and minimize impacts to environmental, cultural, and social resources.

We provide safe and sustainable solutions for the world's energy and resource needs and support the energy transition with a growing focus on renewable sources.

# Our Commitment to the SDGs

The United Nations (UN) Sustainable Development Goals (SDGs) help communities around the world meet their most pressing challenges.

At Stantec, we recognize the private sector’s role and responsibility in achieving the goals. As a global company of consultants in the built and natural environments, we have a measurable impact on the SDGs.

In an era of increased attention and scrutiny, we remain true to our foundational approach to sustainability—focusing on action that creates meaningful change.

From how we operate as a Company to the projects we deliver, our activities align with the goals. This is how we help communities redefine what is possible.

To maximize our effectiveness, we focus on core SDGs where we have the most positive impact.

The following projects provide a snapshot of how Stantec’s client work aligns with the SDGs, and how we help our clients achieve positive, lasting impact.

## In our operations, the SDGs we primarily support include

- **SDG 4** Quality Education
- **SDG 5** Gender Equality
- **SDG 8** Decent Work and Economic Growth
- **SDG 12** Responsible Consumption and Production
- **SDG 13** Climate Action



## In our projects, the SDGs we most directly influence include

- **SDG 6** Clean Water and Sanitation
- **SDG 7** Affordable and Clean Energy
- **SDG 9** Industry, Innovation, and Infrastructure
- **SDG 11** Sustainable Cities and Communities
- **SDG 12** Responsible Consumption and Production
- **SDG 13** Climate Action
- **SDG 14** Life Below Water
- **SDG 15** Life on Land





**SDG 6  
Clean Water and  
Sanitation**



**Safeguarding Freshwater by  
Upgrading Sanitation**



**Transforming Water Infrastructure  
through Collaboration**



**SDG 7  
Affordable and  
Clean Energy**



**Collaborating to Advance  
Clean Energy Access**



**Upgrading Grid Capacity to  
Accommodate Renewable Generation**



**SDG 9  
Industry, Innovation,  
and Infrastructure**



**A New Benchmark for Sustainable  
Manufacturing**



**Integrated Mine Planning**



**SDG 11  
Sustainable Cities  
and Communities**



**A Net Zero, Community-Centered  
Learning Hub**



**Community Resilience through  
Responsible Development**



**SDG 12  
Responsible Consumption  
and Production**



**Driving the Circular Economy Forward**



**Powering Homes with Food Waste**



**SDG 13  
Climate Action**



**Local Voices Drive Community-Centered Solutions**



**Traditional Knowledge for Resilient Infrastructure**



**SDG 14  
Life Below Water**



**Strengthening Regional Capacity for Climate Action**



**Reinforcing Natural Defenses through Nature**



**SDG 15  
Life On Land**



**Healing Vital River Habitat to Revive Ecological Integrity**



**Fostering Large-Scale Deployment of Ecological Solutions**

**Contact us for more information**

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sustainability efforts at  
[stantec.com/sustainability](https://stantec.com/sustainability)



 ON THE COVER

**Coed-Ely Solar Photovoltaic Farm**  
*Rhondda Cynon Taf, Wales, United Kingdom*